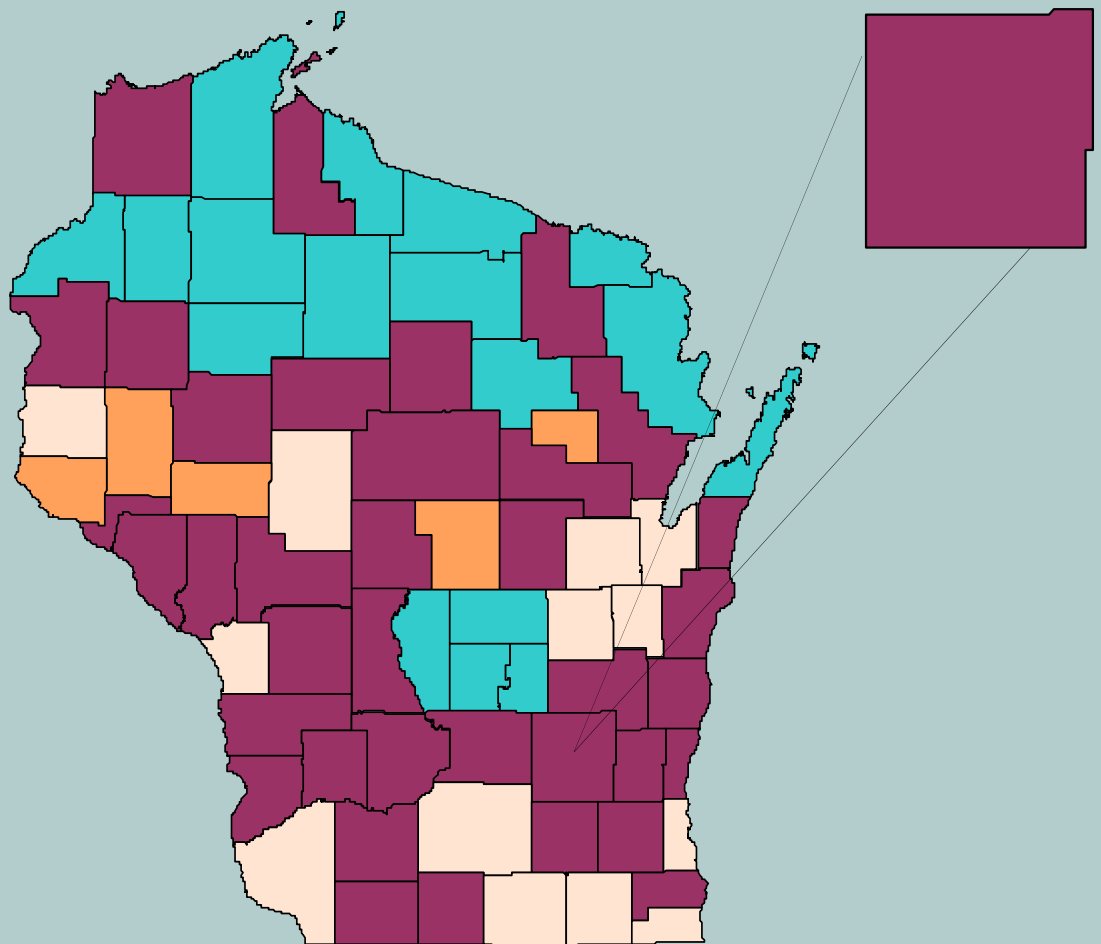


# Dodge County Workforce Profile

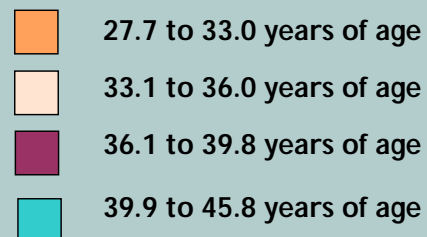
Median Age by County, 2000



Your complete  
guide to the  
state of the  
labor force of  
today and a  
glimpse into  
the economy of  
tomorrow.



State of Wisconsin  
Department of Workforce Development  
October 2002



Source: Census 2000 of the United States



## County Population

Comparing the April 2000 Census to the January 1, 2001 population estimate, Dodge County grew by 579 people, or 0.7 percent, roughly matching Wisconsin's growth rate and the nation's. Below, the listing of county's ten largest municipalities shows that growth was distributed unevenly. The Town of Fox Lake gained 275 people and the Dodge County portion of Watertown gained 165, together making up three quarters of the county's population growth. The Dodge County portion of Waupun and the City of Juneau declined in population according to the 2001 figures.

The Wisconsin Department of Administration estimates that net migration (people moving in minus people moving out) accounted for roughly four fifths of Dodge County's population growth from 2000 to 2001. Meanwhile, natural increase (births minus deaths) accounted for less than a fifth of population growth. This might help to explain age distribution figures discussed on page 2.

The 2000 Census reported that 80,793 of Dodge County's residents were at least 5 years old. According to Census estimates, 47,025 (57%) of these people had lived in the same house in 1995,

16,246 (20%) had lived elsewhere in Dodge County in 1995 and 16,282 (17%) had lived in another Wisconsin county in 1995. About 2,900 (less than 4 percent) had come to Dodge County from another state and 1,240 (less than 2 percent) moved in from outside the United States. In general, these figures track statewide trends, but the local population seems to move within the county a bit less often and people come from other counties more often.

To accommodate the people moving in, the number of housing units increased 17.2 percent (from 28,720 to 33,672) between the 1990 Census and the 2000 Census, well ahead of the 12.2 percent increase in population between the two Censuses.

Compared to adjacent counties, Dodge is somewhat less likely to attract people from other states and slightly more likely to attract people from other countries. The high proportion of manufacturing jobs probably contributes to both sides of this coin. Other states do not develop such high concentrations of workers with skills and experience in manufacturing and workers from other countries are more likely to have those backgrounds or develop them.

### Total Population

	2000 Census	January 1, 2001 Estimate	Percent change
United States	281,421,906	283,474,000	0.7%
Wisconsin	5,363,675	5,400,449	0.7%
Dodge County	85,897	86,476	0.7%

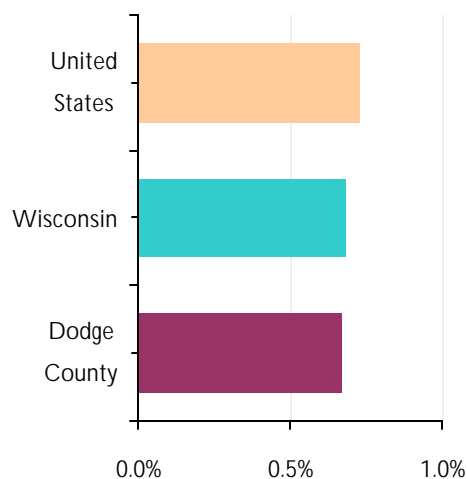
### Ten Largest Municipalities

Beaver Dam, City	15,169	15,239	0.5%
Watertown, City *	8,063	8,228	2.0%
Waupun, City *	7,436	7,153	-3.8%
Mayville, City	4,902	5,040	2.8%
Horicon, City	3,775	3,780	0.1%
Beaver Dam, Town	3,440	3,487	1.4%
Fox Lake, Town	2,402	2,677	11.4%
Juneau, City	2,485	2,457	-1.1%
Ashippun, Town	2,308	2,315	0.3%
Lomira, Village	2,233	2,268	1.6%

\* Dodge portion only

Source: Wisconsin Department of Administration, Demographic Services, 2002

### Population Growth 2000-2001



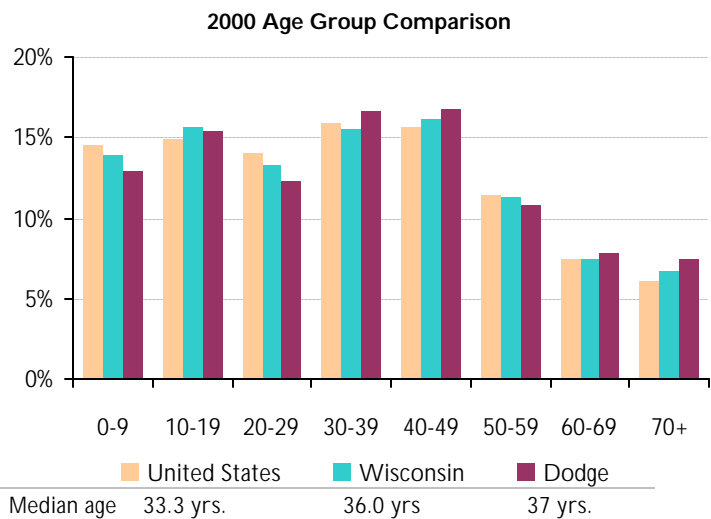


## State of Wisconsin - Dodge County

After examining the sources and geographical distribution of Dodge County's population, it is also interesting to inquire into the age distribution of the local population. The graph to the right represents this distribution by using one bar to show what proportion of total population each age group accounts for.

Nonmetropolitan counties like Dodge often experience a dearth of 20- to 29-year olds, who appear to seek education or their first jobs in metropolitan counties such as Milwaukee or Dane. Even if these individuals do not always return, others are more than replacing them. The 1970 Census reported 12,953 Dodge County residents aged nine and under, the 1980 Census reported 13,274 residents who were 10 to 19 years old, the 1990 Census reported 10,766 residents who were 20 to 29 years old and the 2000 Census reported 13,818 residents 30 to 39 years old.

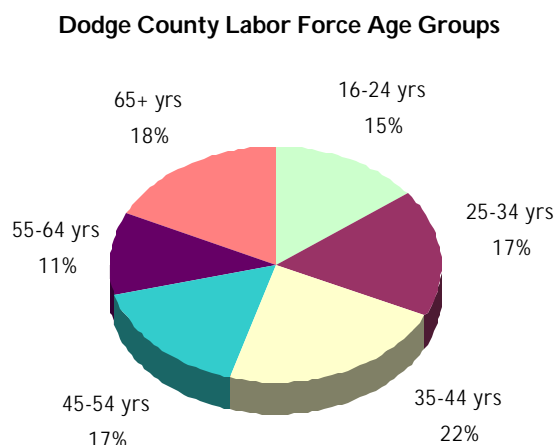
The apparent trend of younger people leaving and coming back contributes to (but does not totally account for) Dodge County's tendency to be slightly older than the state or the nation. Wisconsin's median age (36.0 years) is slightly higher than



Source: US Department of Commerce, Census Bureau, *Census 2000*

the nation's (33.3 years) and Dodge County's is still higher (37 years). The high median age is also attributable to the relative dearth of people nine years old and younger as well as the relative abundance of people 40 to 49 years old and people seventy and over.

## County Civilian Labor Force



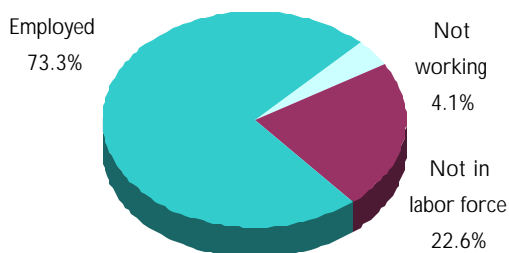
Source: US Dept. of Commerce, Census Bureau, *Census 2000*

Because many people do not seek or engage in employment after reaching the age of 65, the local age distribution affects the prospects of employers seeking workers and workers scouting the competition. The above-noted growth in the 70-and-over group suggests that at least some of the people moving to Dodge County (see page 1) seek retirement opportunities more than employment opportunities. With four-fifths of population coming from net migration into the county, this could have serious ramifications for the long term supply of labor.

At first glance, the graph to the left might suggest a stable supply of labor. Upon closer inspection, 29 percent of the labor force aged population is at least fifty-five years old and this figure will swell as baby boomers reach traditional retirement ages.

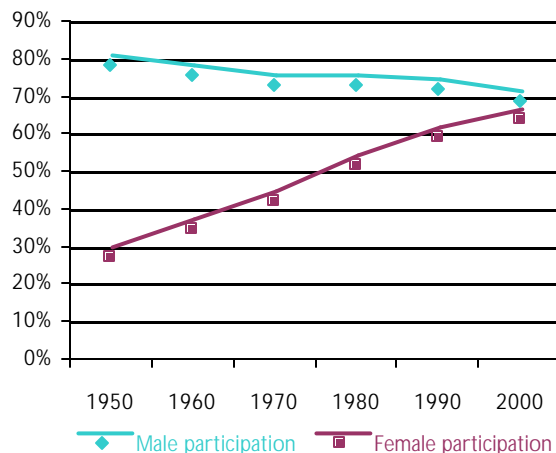


### 2001 Labor Force Participation



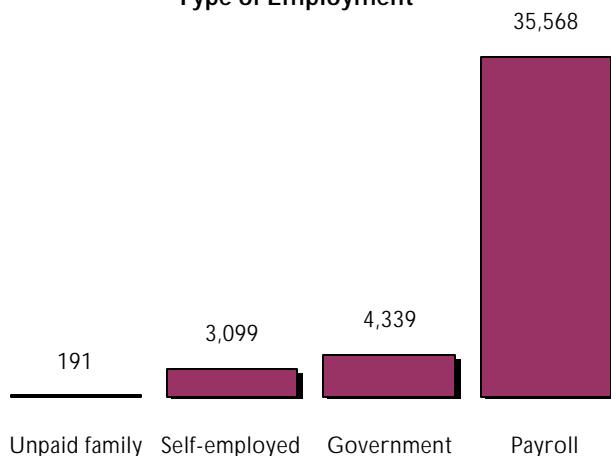
Source: Estimated from WI Dept. of Administration population estimates, Jan. 2001, US Census Bureau, and WI Local Area Unemployment Statistics.

### Labor Force Participation of Male and Female Residents



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

### Type of Employment



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

The labor force eligible population consists of civilians at least 16 years old who are not incarcerated or institutionalized. The graphs to the left and the discussion below do not address people who are not eligible. "Not in the labor force" encompasses people who are eligible to work but do not seek or engage in employment. These people are often students, at-home parents or retirees. The "not working" category includes people who are actively seeking employment and are not employed. "Employed" includes people who are working, even if they consider themselves underemployed (not working enough hours or overqualified for the work they're doing).

In 2001, 77.4 percent of Dodge County's labor force eligible population worked or sought work. This figure, (called the labor force participation rate), was higher than the statewide rate (72.8%) and the national rate (66.9%). Still, this participation rate was lower than it had been in the late 1990s (between 80 percent and 78 percent).

Examining the 22.6 percent of the eligible residents who were "not in the labor force", it is useful to remember 11 percent of the eligible residents were 55 to 64 years old and another 18 percent were at least 65 years old. Many of the 15 percent that were 16 to 24 years old will not enter the labor force full time until they finish high school or college. The baby boom generation will soon drive up retirement rates, and the importance of postsecondary education is only growing. Together, these trends may further reduce participation rates and eventually tighten the labor market.

The middle chart on the left shows that the participation rate would have fallen between 1990 and 2000 were it not for females' increasing participation. The graph begins in 1950, when male-dominated manufacturing jobs accounted for a much larger slice of the economy. By 2000, there had been a shift toward services (see page 5, top table), where many occupations are less male-dominated. Also, male workers tend to have been in the workforce longer than their female counterparts, so their wage levels, savings rates and pension plans are more likely to permit retirement without part-time work.

Future female participation rates are uncertain. Historic norms for the male rate may suggest that women have approached a maximum; but longer life expectancies and smaller retirement resources may keep female participation rates rising for a while.

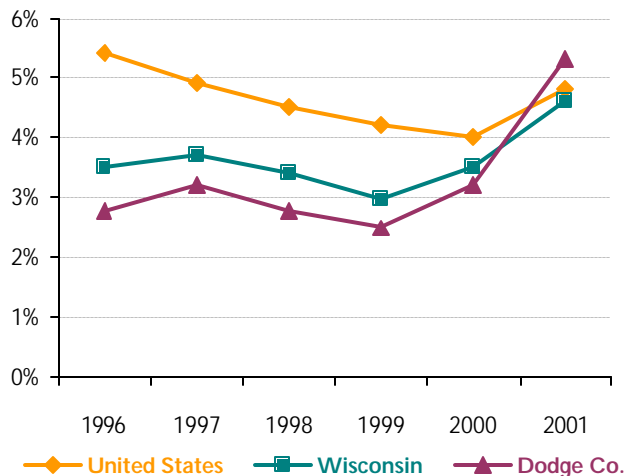


## State of Wisconsin - Dodge County

In the 2000 Census, Dodge County residents reported doing much the same type of work as they had in the 1990 Census, with the overwhelming majority (83%) working for private employers and receiving payroll checks. (See page 3, bottom graph.) This was slightly higher than the 1990 figure (80%) and it mirrored an equal fall in self-employment (from 10 percent in 1990 to 7 percent in 2000). According to Wisconsin's Department of Workforce Development, Dodge County's unemployment rate averaged 4.6 percent in 1990 and 3.2 percent in 2000. This trend probably encouraged the self-employed to seek payroll employment.

Dodge County's unemployment rates rose in 2000 and 2001 (see graph below), and began to approach highs seen in the early 1990s. Wisconsin's unemployment rates rose sooner and faster than the nation's because Wisconsin's manufacturing sector acts as a bellwether, slowing down before the rest of the economy and picking up before robust recovery takes root elsewhere. The manufacturing slowdown that began in late 2000 was felt sooner and more acutely in Wisconsin than the nation as a whole and Dodge County has an even higher manufacturing concentration than the state as a whole.

**Unemployment Rate Comparison**

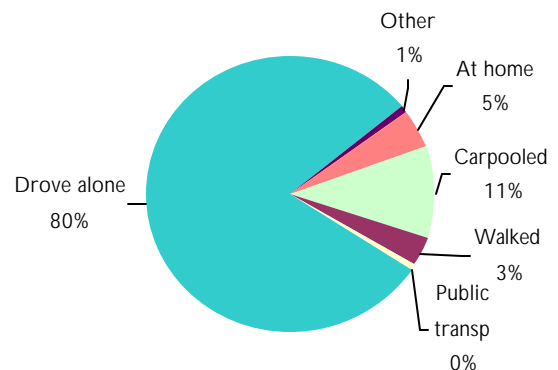


**Dodge County Civilian Labor Force Data**

	1996	1997	1998	1999	2000	2001
Labor Force	47,400	47,700	48,000	47,100	47,700	48,400
Employed	46,100	46,200	46,600	45,900	46,100	45,800
Unemployed	1,350	1,530	1,350	1,180	1,510	2,550
Unemployment Rate	2.8%	3.2%	2.8%	2.5%	3.2%	5.3%

Source: WI Department of Workforce Development, Local Area Unemployment Statistics, revised March 2002

**County Travel-to-Work Patterns**



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

For all the challenges that accompany unemployment rate increases, Dodge County may be more concerned with a different trend. From 1996 to 2001, its labor force grew roughly 2 percent and the number of employed residents shrank slightly. Job growth was roughly four times as fast (see page 5). Inbound commuting and multiple job holding may have helped employers fill positions, but such trends would be unlikely to permit job growth to continue at recent rates. Moreover, such trends would not necessarily foster the growth of Dodge County's indigenous labor force. A jump in birth rates would take at least fifteen (perhaps over twenty) years to raise the labor force substantially and would take some parents out immediately.

Most Dodge County workers drive to work. According to the 2000 Census, 80 percent drove alone and 11 percent carpooled. (See graph above.) The 1990 Census reported a lower rate of driving alone (72%) and a higher rate of working at home (8%). This is consistent with the above-mentioned fall in unemployment rates and reduction in self-employment between the two Censuses. Less than 2 percent of Wisconsin workers use public transportation to get to work because so few areas have achieved enough population density to generate demand for public transportation.



## County Industry Employment

### Nonfarm Wage and Salary Employment

	1996	1997	1998	1999	2000	2001	Percent change	
							1 year	5 year
<b>Total</b>	32,819	33,539	34,649	35,796	36,097	35,576	-1.4%	8.4%
<b>Goods Producing</b>	14,181	14,329	14,969	15,750	15,635	14,759	-5.6%	4.1%
Construction & Mining	1,793	1,901	1,995	2,145	2,159	2,164	0.2%	20.7%
Manufacturing	12,388	12,428	12,975	13,605	13,477	12,595	-6.5%	1.7%
Durable	7,398	7,426	7,658	8,294	8,499	7,773	-8.5%	5.1%
Nondurable	4,990	5,003	5,317	5,312	4,977	4,822	-3.1%	-3.4%
<b>Service Producing</b>	18,638	19,210	19,680	20,045	20,461	20,818	1.7%	11.7%
Transportation, Communications & Utilities	1,106	1,120	1,142	1,208	1,262	1,305	3.4%	18.0%
Total Trade	5,610	5,768	5,822	5,937	6,051	6,060	0.2%	8.0%
Wholesale	1,165	1,177	1,213	1,144	1,106	1,102	-0.4%	-5.4%
Retail	4,445	4,592	4,609	4,793	4,945	4,958	0.3%	11.6%
Finance, Insurance, and Real Estate	761	772	822	800	819	797	-2.7%	4.8%
Services & Misc.	6,560	6,858	7,089	7,161	7,177	7,311	1.9%	11.5%
Total Government	4,601	4,692	4,805	4,939	5,152	5,344	3.7%	16.2%

Source: WI Department of Workforce Development, Nonfarm wage and salary estimates, revised March 2002

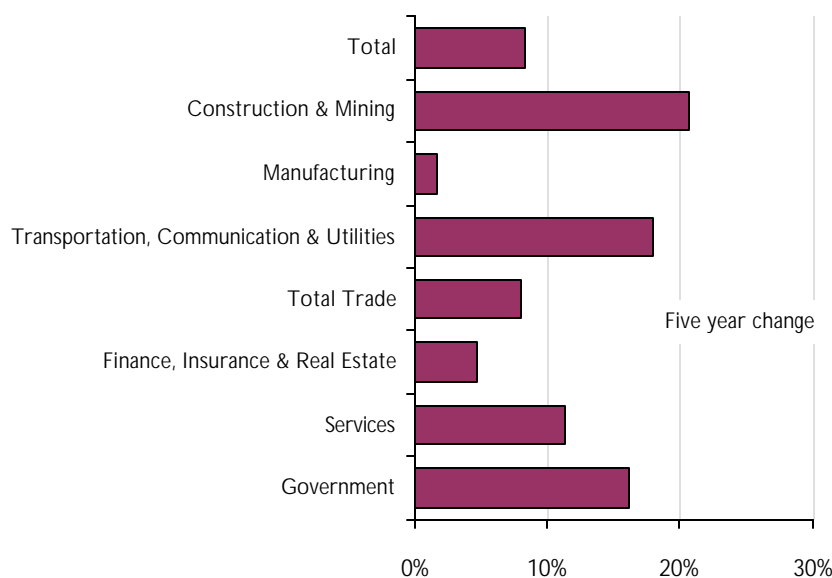
The nonfarm wage and salary employment figures above estimate the number of jobs in Dodge County that are paid through standard payroll systems. Categories reflect the nature of employers' businesses, not the employees' occupations. These estimates may show different trends than figures seen elsewhere in this profile because 1) different methodologies generate each data set, 2) the number of jobs per resident can increase if multiple job

holding increases, and, 3) some Dodge County residents take jobs in other counties (more workers commute out than in).

At first glance, the chart below gives the impression that construction employment boomed. Relative to itself, it did, but construction still accounts for less than seven percent of the Dodge County's jobs. Much of the construction growth happened from 1997 to 1999, with a pronounced slowdown once the manufacturing boom ended. Conversely, government employment grew much more quickly in 2000 and 2001 than it had in 1997 through 1999. It still accounts for roughly 15 percent of employment. The correctional facility in Wapuna may account for roughly a quarter of government employment, so a growth in this sector can have other economic costs.

Dodge County acutely felt the fall of manufacturing employment, which accounted for over 35% of the county's jobs and nearly 45% of the county's wages. (See page 7.) Throughout 2001, productivity increases and soft demand left many manufacturers producing similar output with less labor input, so employment fell more than production.

### Employment Change by Industry Division: 1996 to 2001



Source: WI DWD, Nonfarm wage and salary estimates, revised March 2002

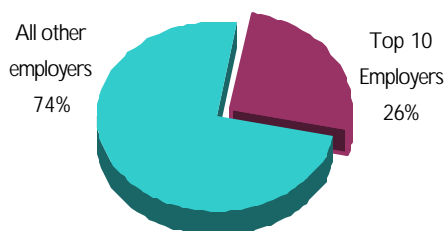


Top 10 Employers		
Company	Product or Service	Size
Quad/Graphics Inc.	Commercial printing	1,000+
Department of Corrections	Incarceration and probation	1,000+
County of Dodge	Local government	1,000+
Deere & Co.	Lawn & garden equipment manufacturing	500-999
Beaver Dam Community Hospitals Inc.	Health care	500-999
Metalcraft of Mayville Inc.	Precision metal fabrication	500-999
Grande Cheese Co.	Cheese manufacturing	500-999
Watertown Memorial Hospital Inc.	Health care	500-999
Mayville Engineering Co. Inc.	Metal and tool fabrication	500-999
Beaver Dam Public Schools	Public primary and secondary education	500-999

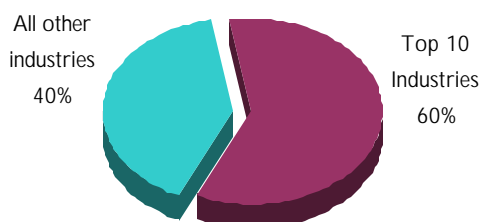
Industry Group	March 2001		Numeric change	
	Employers	Employees	1-year	5-year
Health Services	89	3,455	87	288
Fabricated Metal Products	31	3,451	-204	-84
Industrial Machinery and Equipment	42	3,188	-179	536
Printing and Publishing	*	*	*	*
Food and Kindred Products	25	2,061	15	33
Educational Services	16	1,828	320	426
Eating and Drinking Places	116	1,792	-44	212
Justice, Public Order, and Safety	*	*	*	*
Automotive Dealers & Service Stations	61	804	4	101
Executive, Legislative, and General	37	801	-11	-44

\*data suppressed to maintain confidentiality

Top 10 Employers' Share of Nonfarm Employment



Top 10 Industry Group Share of Nonfarm Employment



Source: WI Department of Workforce Development, ES-202 file tape, December 2001

At the top of the page, the list of Dodge County's ten largest employers reflects the strong manufacturing influence. Several of these employers have operations within fifteen miles of each other. Such clusters foster the development of a sophisticated manufacturing workforce. The list of the top ten industry groups (in the middle of the page) tells a more detailed story about the manufacturing sector's recent slowdown. Both the fabricated metal products sector and the industrial ma-

chinery and equipment sector shrank 5 to 6 percent between 2000 and 2001. The former shrank 2.4 percent from 1996 to 2001 and the latter grew 20.2 percent over those five years. Incarceration facilities, already operating over capacity, cannot expect to grow much. A high school relocated from the Jefferson County side of Watertown to the Dodge County side, contributing heavily to growth in educational services employment reported in Dodge County without creating as many new jobs.





## State of Wisconsin - Dodge County

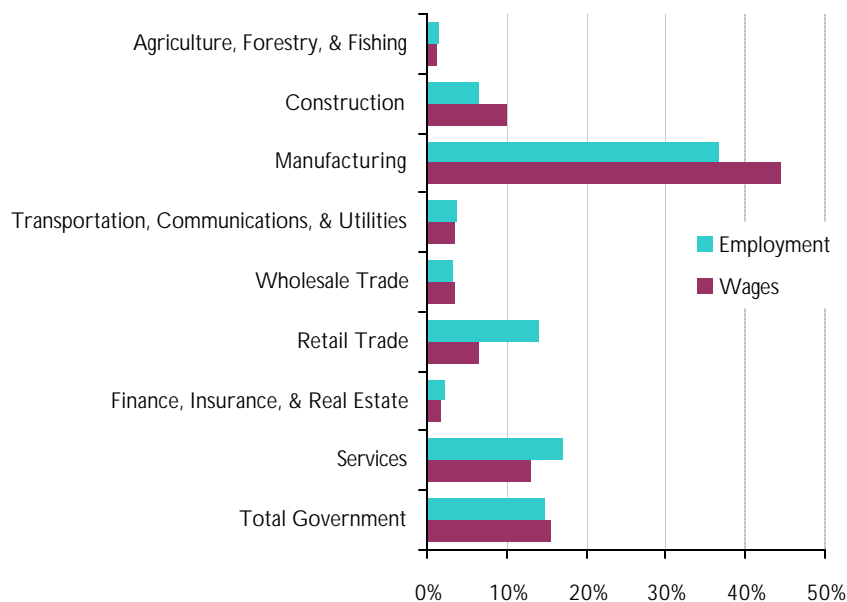
The bar chart below shows what proportion of Dodge County's total employment belongs to each industry and what share of the county's total wages comes from each industry. Few counties rely on manufacturing for a greater share of total employment (36.6 percent) or total wages (44.5 percent). These figures are only slight lower than in 1996. In addition to offering wages well above the all-industries average, the manufacturing sector offers Dodge County workers several employers in related industries. Such clusters of employers de-

manding overlapping skill sets encourage workers to invest more in training and education. The more places a worker can apply a skill, the less risky it is to invest in that skill.

The all-industries average wage for Dodge County (\$29,566) is nearly 96 percent of the state-wide all-industries average wage. This is rather high for a non-metropolitan County. Because construction and transportation, communications and utilities employers account for small segments (roughly seven percent and four percent of employment, respectively), they do not affect the all-industries average nearly as much as manufacturing. Growth in wholesale trade wages offset loss of wholesale trade jobs. Without headquarters or major processing centers, a county seldom sees high wages in finance, insurance and real estate.

Services employers provide 17 percent of the jobs and 13 percent of wages. Collective bargaining and overtime hours are less common in this sector than in manufacturing, and part-time work is more common, so lower annual wages are not surprising. High service sector wages correlate with clusters of technical, managerial and other professionals. Such clusters are often in or near metropolitan areas where higher housing costs partially offset higher wages.

**2001 Employment & Wage Distribution by Industry Division**



**Annual Average Wage By Industry Division**

	Dodge Co. Annual Average Wage	Wisconsin Annual Average Wage	Percent of State Average	1-year percent change	5-year percent change
All Industries*	\$ 29,566	\$ 30,922	95.6%	1.5%	20.0%
Agriculture, Forestry, & Fishing	\$ 25,070	\$ 22,565	111.1%	0.4%	17.2%
Construction	\$ 44,962	\$ 39,011	115.3%	2.8%	25.3%
Manufacturing	\$ 35,955	\$ 39,739	90.5%	0.9%	15.2%
Transportation, Communications, & Utilities	\$ 27,962	\$ 36,639	76.3%	0.1%	14.3%
Wholesale Trade	\$ 32,405	\$ 40,521	80.0%	3.2%	46.1%
Retail Trade	\$ 13,652	\$ 14,596	93.5%	4.3%	20.5%
Finance, Insurance, & Real estate	\$ 24,988	\$ 40,933	61.0%	5.1%	11.6%
Services	\$ 22,769	\$ 28,775	79.1%	4.8%	27.0%
Total Government	\$ 30,724	\$ 33,785	90.9%	0.5%	22.1%

\* Mining excluded from table since wages were suppressed to maintain confidentiality in every county

Source: WI DWD, *Employment, Wages, and Taxes Due covered by Wisconsin's U.C. Law, 2002*





## Occupation and Education Characteristics of County Population

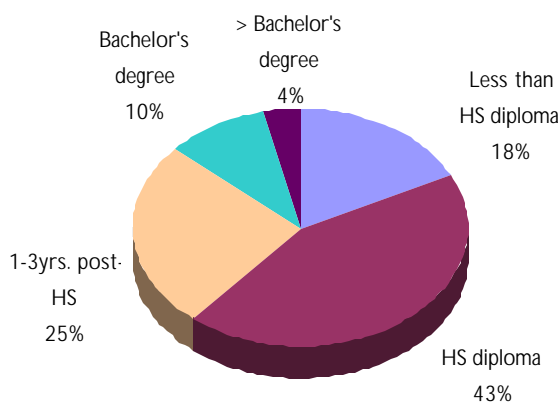
While previous sections classified jobs based on the nature of Dodge County employers' businesses, this page classifies jobs by the residents' occupations. In some ways, this information gives more detailed support for earlier analysis.

Dodge County's workers are far more likely than their statewide counterparts to work in production, transportation and material moving occupations. Considering the relative weights of wholesale trade and manufacturing (see pages 5 and 7), manufacturing probably dominates this group. The number of jobs, the number of employers and wage levels all contribute to the appeal of these occupations.

The second largest group was the management, professional and related workers, but it was smaller in Dodge County than in most surrounding counties. Across the state, this group tends to be the largest one. In Wisconsin, 78 percent of the management and professional jobs require education or training beyond high school; this is fairly close to the national figure of 80 percent. Larger metropolitan areas and college towns tend to attract credentialed workers and the employers who seek them.

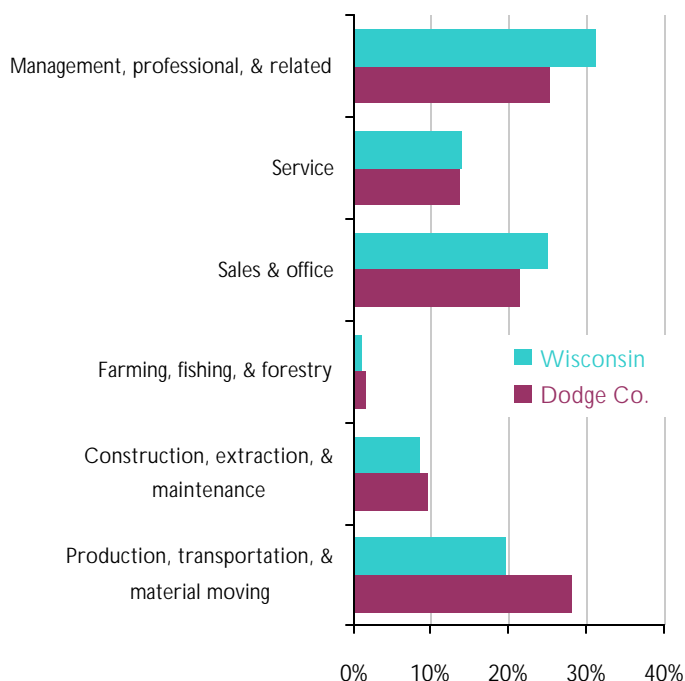
The pie chart below divides Dodge County residents over 25 years old into groups based on their level of educational attainment. In 2000, less than half of them had education beyond high school, and about 10 percent had a Bachelor's degree or equivalent, compared to 15 percent statewide. The

**Education Attainment in 2000**



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

**Employment by Occupation Group: 2000**



associates degree is the category of postsecondary education where Dodge reports a figure (7.1 percent) closest to the statewide average (7.5 percent). The high proportion of production occupations probably contributes to demand for associates degrees over Bachelor's degrees.

Between the 1990 Census and the 2000 Census, the proportion of Dodge County workers reporting "some college, no degree" increased from 13% to 18%. This does not necessarily suggest an increase in dropout rates. The change could reflect an increase in people taking classes (to change careers or stay up to date in a current career) without intending to earn a degree. Employers often emphasize skill sets more than degrees. Office workers updating computer skills and manufacturing workers improving technical skills may find that targeted classes generate value more efficiently than comprehensive degree programs.

Over the same time period, the proportion of people reporting "less than 9th grade" education halved from nearly 15 percent to 7 percent and the proportion reporting Bachelor's degrees edged up from 7.4 percent to 9.5 percent.



## County Income Information

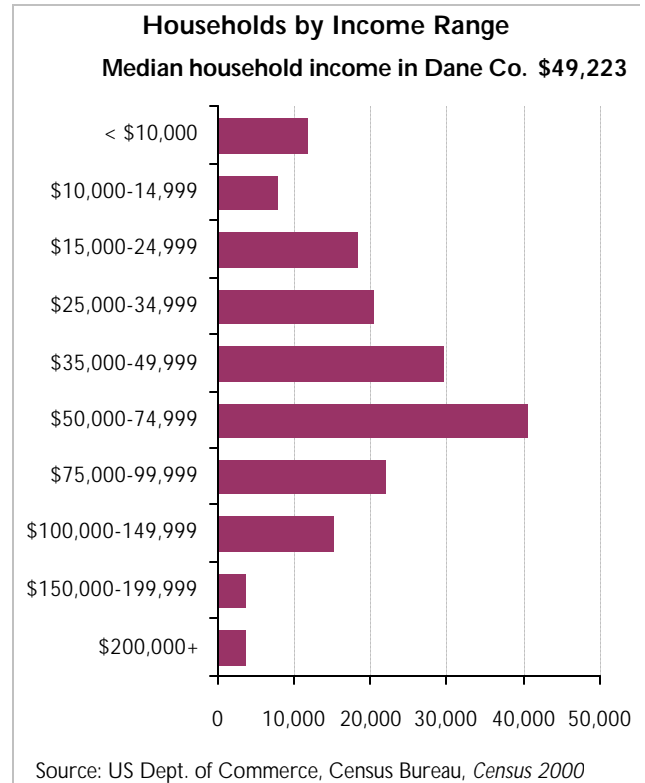
The 2000 Census reported that Dodge County's median household income was \$45,190 in 1999, or three percent over the statewide figure. This was an increase from the 1990 Census, which reported 1989 median household income of \$29,166, or 99 percent of the statewide figure.

The graph to the right shows how many Dodge County households fell in each income bracket. This closely tracks the statewide distribution trends, except in the \$35,000 to \$49,999 and \$50,000 to \$74,999 brackets, where Dodge weighed in heavier than Wisconsin.

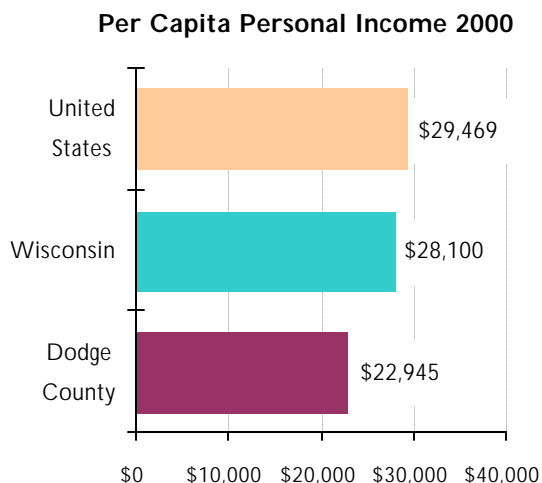
Household incomes are higher than wages on page 7 because they include non-wage sources such as government benefits, pensions, investment returns, and income from self-employment and proprietorships. Increases in multiple job holding can also help household income grow faster than the average wage per job. The fact that the average Dodge County household contains 2.6 people also boosts household income above average wages or per capita personal income.

Dividing total income by population yielded per capita personal income (PCPI) of \$22,945 in 2000. (See lower left graph) This was roughly 82 percent of Wisconsin's PCPI and nearly equal the PCPI for non-metropolitan counties.

The graph on the bottom right shows that each source of PCPI contributed a fairly typical proportion of total Dodge County PCPI. If the share of



the population in retirement increases (as it is likely to do over the next several years), then a greater share of PCPI will come from transfer payments (such as Social Security) as well as dividends interest and rent (pension and retirement funds), and a smaller share will come from net earnings (typically from employment).



Source: US Department of Commerce, Bureau of Economic Analysis

